

Document notes:

C:\sfy1998\docs\ANNRPT

EXCEL chart 'Employment Comparison of SFY 1996-8' is in c:\sfy1998\mopacket\Empstd98

EXCEL chart 'Sanction Comparison of SFY 1996-8 is in c:\sfy1998\mopacket\Sanst 98

EXCEL Spreadsheets "IMPACT Program Employment Report by County", "IMPACT Program Sanction Report by County", and "IMPACT Program Average Monthly Caseloads by County" are all in c:\sfy1998\rpts\ANNRPT98

The IMPACT Program

The Indiana Manpower and Comprehensive Training (IMPACT) Program provides services designed to help recipients of Temporary Assistance for Needy Families and Food Stamps reach their goals of economic self-sufficiency. The IMPACT program assists IMPACT participants to meet these goals through an approach that emphasizes job placement and job retention complemented by education and training activities. The participant's movement toward the goal is assisted by IMPACT case management, which coordinates an array of services, including education, training, job search, job placement, and social services offered by the Indiana Family and Social Services Administration through the Division of Family and Children and local providers. Through the coordinated use of these resources, the IMPACT program is able to assist individuals and families to help themselves.

Indiana's IMPACT program for families receiving cash assistance was implemented as a Job Opportunities and Basic Skills (JOBS) Program in October 1990 under the Family Support Act of 1988. This legislation gave welfare recipients opportunities through education, training, job placement assistance, and supportive services to break the cycle of welfare dependency. The JOBS Program was eliminated in Title I of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996, Temporary Assistance for Needy Families (TANF) and was replaced by the work provisions included in TANF.



Indiana's IMPACT program for food stamp recipients was implemented in October 1987 as a result of the Food Security Act of 1985. The goals of this program are similar to the IMPACT program for TANF recipients.

Waivers from the U.S. Department of Health and Human Services and the U.S. Department of Agriculture provide "work pays" incentives to assist recipients. Financial barriers to moving toward self-sufficiency have been reduced by Indiana's welfare reform initiatives. As an important link in the welfare reform program, IMPACT places an increasing priority on participant job placements and retention with a "work first" focus.

To assist in this endeavor, the program has increased provider contracts for job search, job development, job placement and retention, dedicating over 84 percent of all SFY 1999 contract dollars to these activities. The Division's successes are obvious from the following data:

State Fiscal Year	Job Placements
1994	4,665
1995	9,483
1996	19,906
1997	27,349
1998	33,500
1999	21,261

IMPACT Activities

The components for IMPACT participants are:

- 1. Job Search - includes telephoning employers, completing job applications, providing resumes, going to interviews, following up on job contacts, job placement services, and job seeking skills training.**
- 2. Job Readiness - includes activities which prepare a participant for work such as learning job coping skills, understanding general workplace expectations, and family life skills.**
- 3. Unsubsidized Employment - work for which wages, salaries, commissions, or profits are paid and this payment is not subsidized by State or Federal programs.**
- 4. Grant Diversion - participant is hired by an employer for a new position in the company. The employer receives the participant's grant (or a portion) for an initial period as an incentive for hiring the participant. The participant is paid wages. (Available only to TANF participants)**
- 5. On-the-Job Training (OJT) - participant is hired by an employer who receives partial reimbursement of the participant's wages for an initial training period. (Funded only for TANF participants)**
- 6. Community Work Experience (CWEP) - unpaid work experience in a public or non-profit agency (FS IMPACT clients) or for-profit agency (TANF IMPACT clients) to gain practical work experience.**
- 7. Job Skills Training - short-term training to gain a specific work-related skill in order to obtain or advance in employment.**
- 8. Vocational Educational Training - short-term training for a specific vocation, trade, occupation or technical skill.**
- 9. Educational (Academic) Training* - high school, General Education Development (GED) preparation, Adult Basic Education, and English as a Second Language.**

***Priority is given to academic training if the client is under 20 and has not completed high school or its equivalent.**

IMPACT Supportive Services

Supportive services are available as needed for TANF-IMPACT, and FS IMPACT participants as follows:

- 1. Activity Fees - up to \$50 per 12 month period, per person**
- 2. Books and Training Manuals (FS only) - up to \$250 per 12 month period**
- 3. Clothing - up to \$100 per 12 month period, per person**
- 4. Drivers' Training - up to \$260 (TANF), up to \$100 (FS) allowable once per person**
- 5. Driver's License Fee - up to \$10 per 12 month period, per person**
- 6. Equipment and Tools - up to \$500 per 12 month period, per person**
- 7. Health, Beauty, and Personal - up to \$50 per 12 month period, per person**
- 8. Licensure Fees - up to \$100 per 12 month period, per person**
- 9. Medical (if not covered by Medicaid) - up to \$500 per 12 month period, per person**
- 10. Moving and Relocation - up to \$500 (TANF) up to \$100 (FS), allowable once per person**
- 11. Shoes - up to \$100 per 12 month period, per person**
- 12. Transportation - public or provided by another individual at actual cost up to \$200 per month, private at \$.15/mile, up to \$200 per month (TANF); public or provided by another individual at actual cost, private at \$.10/mile or \$2.00 per day, whichever is higher (Food Stamp)**
- 13. Uniforms - up to \$100 per 12 month period, per person**
- 14. Union Dues - up to \$150 per person, during first quarter of employment**
- 15. Vehicle Repair and Maintenance - up to \$500 per 12 month period, per person**
- 16. Weight Control - up to \$300 per 12 month period, per person**
- 17. Other - up to \$100 per 12 month period, per person**

The total amount allowable per person per month for supportive services for Food Stamp IMPACT clients (excluding Dependent Care) is \$100. Actual costs for Food Stamp Dependent Care needed to participate is allowable up to \$175 for ages 2 and over and \$200 for ages under 2 per month per dependent.

SUMMARY OF CHARTS AND GRAPHS

IMPACT

- **IMPACT Program Employment Report; Comparison of State FY 1997-1999**
- **IMPACT Program Employment Report by County for SFY 1999**
- **IMPACT Program Average Monthly Caseloads by County for SFY 1999**
- **Appendix**

APPENDIX
PROGRAM CHANGES DURING STATE FISCAL YEAR 1999
AFFECTING INDIANA'S IMPACT PROGRAM

Effective 6/1/97 the following major policy changes were implemented as a result of the new law (PRWORA) and/or Indiana's welfare reform waivers:

- vocational education was limited to 12 months and only 30% of clients in work activities could be in vocational education;
 - the minimum weekly hours of activities for one-parent families were increased to 30 hours; the minimum weekly hours of activities for two-parent families were increased to 35 hours;
 - the exemption from the work requirement for "required to provide care for a child" was revised to under the age of one 12/1/97;
 - all individuals in Indiana's welfare reform demonstration project who were assigned to the treatment group and mandated to participate in IMPACT were assigned a 24 month eligibility period for cash assistance.
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- The use of IMPACT supportive services was expanded to assist TANF and FS clients maintain employment.
 - The monthly maximum for IMPACT supportive services for Food Stamp clients increased from \$25 to \$100.
 - A tool was developed and implemented for the monitoring of all IMPACT contracts.
 - Component changes/additions were implemented to assist Able Bodied Adults without Dependents (ABAWDs) to meet their new work requirement.